

EEO Public File Report						
Cox Media Group						
WFTV (TV) Orlando, FL and WRDQ (TV) Orlando, FL						
EEO Public File Report Part 1						
Reporting Cycle: 10/01/2020 – 09/30/2021						
Full-Time Positions Filled						
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired	
001360 (Editor News MMKT)	2/25/2021	4/12/2021	Indeed	3	1	
001335 (Director of Digital Sales)	2/17/2021	3/30/2021	Cox Media Group	5	1	
001056 (Art Director)	11/18/2020	1/22/2021	CMG.com careers	5	1	
001130 (Digital Sales Specialist)	12/17/2020	12/21/2020	Cox Media Group	1	1	
001243 (Commercial Producer)	1/26/2021	2/22/2021	Cox Media Group	7	1	

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Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
001054 (Meteorologist)	11/17/2020	2/3/2021	Cox Media Group	16	1
001490 (News Reporter)	4/2/2021	4/27/2021	CMG.com careers	20	3
		5/14/2021	Cox Media Group		
		4/29/2021	Cox Media Group		
001534 (News Photographer)	4/6/2021	5/7/2021	Cox Media Group	5	1
001599 (Broadcast Technology Engineer)	4/16/2021	7/13/2021	Cox Media Group	7	1

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EEO Public File Report Part 2				
Reporting Cycle: 10/01/2020 – 09/30/2021				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# Interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed	Internet Posting	N	18
	Internet - www.indeed.com			
3	LinkedIn	Internet Posting	N	7
	Internet - www.linkedin.com			
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter	Internet Posting	N	
	Internet - www.ziprecruiter.com			
7	CMG.com careers	CMG career site (internal/external)	N	44

Longer - Term Recruiting Initiatives					
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EEO Public File Report Part 3					
WFTV (TV) Orlando, FL and WRDQ (TV) Orlando, FL					
Reporting Cycle: 10/01/2020 – 09/30/2021					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Oct-20 thru Sep-21	National Association of Broadcasters - Broadcast Leadership Training Program	This Executive MBA style program provides the fundamentals of purchasing, owning and running successful radio and television stations. The program teaches you the business and will help you understand broadcast operations at the highest level. In addition, this experience will help you apply proven principles to your current position and plan your future career goals. As a program participant, you receive the foundational blueprint for becoming a greater part of this industry and help diversity the voices available to the public.	Participant	Tina Commodore
2	26-Feb-21	Professor Workshop With Bethune-Cookman	Attended/Presented at a Virtual Professor Workshop With Bethune-Cookman on Content.	Presenter	John Keyes Jason Balthazar
3	26-Mar-21	Workshop and Career Fair with University of South Carolina	Participated in an online workshop and career fair with students from the University of South Carolina via an invitation from CMG Recruiter Surena Mitchell.	Participant	Dave Sirak
4	23-Apr-21	Sales Workshop With Bethune-Cookman	Attended/Presented along with a Sales AE at a Virtual Sales Workshop with Bethune-Cookman.	Presenter	John Keyes Angela Bridgeman
5	September, 2021	McKinsey Management Accelerator Program	The Kneeland Project was a three day (September 15 -17) virtual conference with News Directors from across the country. Managing Editor Jason Balthazar attended the event. The sessions included speakers on inclusion in reporting, ethics in journalism and one-on-one coaching with Kneeland Project fellows.	Participant	Jason Balthazar
6	September 28-29, 2021	2021 Online Magid Institute Producer Academy	The 2021 Magid Institute Producer Academy offers the curriculum, guidance, and insight to help grow your producers of all talent levels. Helping focus beginning line producers on how to write conversational copy that is compelling and makes sense. This program will provide focus for your budding executive producers to truly own your daily breaking news.	Participant	Laurel Biddy